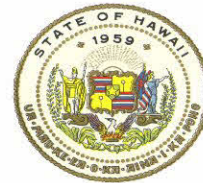


A Note From the Director



It's been a while since our last newsletter and there's a great deal of news to report. We asked for your suggestions, and so many wonderful ideas were submitted that we decided to increase the size of this edition.

As you are well aware, many of the good things about our department do not often reach the public eye. The news media seem to be focused on sensational stories, leaving many

positive stories by the way-side.

That is why events such as the recent 2013 Incentive Awards Ceremony are so important. Not only do we have the chance to publicly recognize the acts of bravery, heroism and contributions to improving the department of a few, amazing people, it's a special opportunity to come together once a year to acknowledge the hard work and dedication every one of you brings to your job every day!

Our communities and the lives of many citizens have been made better thanks to your efforts. I am proud of this department and the men and women who work to fulfill our mission, and I want to hear more of your



Ted Sakai
PSD Director

Stories of diligence and drive to promote public safety for our people and our communities.

So, keep sending those great stories and we will do our best to share them with the rest of the Public Safety ohana and the interested public.

*To uphold justice and
public safety by providing
correctional and law
enforcement services to
Hawaii's communities
with professionalism,
integrity and fairness.*

Kulani Reopening Moves Ahead

As part of Governor Abercrombie's "New Day Plan" goal of returning all Hawaii inmates to the state, the Department of Public Safety was handed a big task—find ways to "right-size" corrections while saving tax dollars. One option came quickly to mind: reopen the Kulani Correctional Facility on the island of Hawaii.

Kulani had been closed by the previous administration in 2009 as a means of saving the state money. Taken over by the Department of Defense's Hawaii Youth Challenge program during

the interim, Public Safety officials recognized that the underused facility could be restored for corrections use relatively quickly and at minimal expense.

We are pleased to report that our plan of reopening Kulani by next summer is on track. The environmental assessment completed for the project recommended upgrades to the electrical system and kitchen equipment. The 2013 Legislature appropriated the necessary \$2.4 million of the retrofit and start-up expenses in the current fiscal year and \$5 million for staffing and operations in FY 2014-15.

Already, we are gearing up to hire the...(Cont'd pg. 2)

Special points of interest:

- *New Leadership in Law Enforcement and Corrections*
- *Supervisory Training Gets Facelift*
- *New Sheriff Bargaining Unit Makes History*
- *2013 PSD Incentive Awards: New Special Acts Award*
- *Foodbank Food Drive Success for PSD*

Kulani Reopening Moves Ahead (Cont. from pg. 1)

90+ employees needed to staff Kulani. The department plans to house 200 minimum-security inmates there who are within two to four years of release. Reopening Kulani would thus add 200 beds to Public Safety's inventory and increase our housing flexibility, freeing up space at other facilities to allow for faster return of some of the 1,400 Hawaii inmates

currently held at Mainland facilities at an annual cost of approximately \$40 million.

In addition to the successful programs that were in place in 2009, new programs will be implemented, focusing on skills training and reintegration into the community. The department will also work with community groups to support a project based on Native Hawaiian cultural concepts of wellness to promote

inmates' healing in areas such as substance abuse and rehabilitation.

With the support of family and community and with a strong cultural foundation, it is hoped that offenders will be more likely to retain the skills and self-esteem that will allow them to successfully reenter community life and avoid future incarceration.

New Appointments in Corrections and Law Enforcement

The Department of Public Safety filled several key leadership posts this year, rounding out the department's executive team.

In February, Governor Neil Abercrombie appointed Max Otani as Deputy Director for Corrections. Max had served as divisional administrator of Public Safety's Intake Services Center since 2011 and previously held various positions at Intake and the Hawaii Paroling Authority. He began his career as a Probation Officer with the State Judiciary after earning a Master's degree in Social Work from the University of Hawaii.

Governor Abercrombie named Shawn Tsuha Deputy Director for Law Enforcement in May. Shawn joined the Sheriff Division in 1991 and served as State Sheriff from 2011. He is the first uniformed

Sheriff to rise to the rank of Deputy Director in PSD's history.

Robin Nagamine was appointed to the position of State Sheriff left open by Shawn's promotion to Deputy Director. Robin had served as a Deputy Sheriff for 27 years, with experience working in all sections of the Sheriff Division during that time.

We also offer congratulations to Waiawa Correctional Facility Warden Scott Harrington, Maui Community Correctional Center Warden James Hirano, and Oahu Community Correctional Center Deputy Warden Lyle Kawamata on being named to their permanent positions.



Max Otani, Deputy Director for Corrections



Robin Nagamine, Sheriff



Scott Harrington, WCF Warden



Shawn Tsuha, Deputy Director for Law Enforcement



James Hirano, MCCC Warden



Lyle Kawamata, OCCC Deputy Warden

Kamakani Reporting Revived

It is said that the word "kamakani" means a cool breeze, something that is uplifting, rejuvenating, and inspiring. That's exactly what the Kamakani reports are meant to do for Public Safety programs and initiatives.

Starting last year, administrators were asked to provide the Deputy Directors and Direc-

tor with numerical data on their programs to determine outcomes and pinpoint areas that may need more resources and improvement.

A lot can be learned from the numbers being produced, mainly because it is real time data that is helping to solidify results and manage complicated issues such as staffing levels.

Because of the data already produced administrators were able to update the shift relief factor and determine how many more positions are needed on each shift at the prison facilities.

The Director's office wants to thank everyone for their continued work on the Kamakani reports and their commitment to better outcomes in PSD.

New Bargaining Unit for State Law Enforcement/Ocean Safety

Article Contributed by: Shawn Tsuha, Deputy Director for Law Enforcement

On June 21, 2013, S.B. NO 883, S.D.2, H.D.2 became Hawaii state law when Governor Neil Abercrombie signed it as ACT 137. This historic law created a new Bargaining Unit, BU 14, to represent state law enforcement officers, state and county ocean safety officers and water safety officers. Many obstacles were overcome along the way with the assistance of the Governor, key Legisla-

tors and the Hawaii Government Employees Association to establish the first new BU since the original bargaining units were created over 40 years ago. This measure had been advocated for by members of the Sheriff Division for well over 10 years, as previous membership in BU 3 and 4 did not address the specialized training and unique requirements of law enforcement work. For many years the initiative languished until recently when an appeal was made to the American Federation of State, County, and Municipal

Employees, and the inclusion of the ocean and water safety officers, created the momentum needed to get the bill moving forward and passed during the 2013 session. State law enforcers, and ocean/water safety officers will now be able to address long standing issues with pay equity, training, equipment and other issues inherent in the specialized and oftentimes hazardous nature of the work required, and recognize the sacrifices made by the men, and women of this BU across the State of Hawaii. As Victor Hugo has been translated as saying, "No army can stop the strength of an idea, whose time has come."

Supervisory Training Gets a Facelift, Drawing More Interest

Article Contributed by:
Lourdes "Ludi" Clemente, PMS/TSD

The 8-Day Program

"To be honest, I took the test and just thought of the money; but now, that perception has changed. This training has motivated me to want to go back and make that positive change—bridge the gap between supervisors and direct reports and improve staff morale by becoming a role model and by communicating effectively."

This was an opening statement in one of the individual supervisory development plan presentations on the last day of training.

Attendance to supervisory training classes has increased significantly in the last two and a half years due to the inclusion of supervisory-participants from Corrections, Law Enforcement and Administration divisions combined. Remarkably, class interaction and overall learning experience have become more meaningful to the participants as gleaned from the written end-of-course evaluations.

Supervisory training was initially established for Corrections newly-promoted supervisors at which time, it was titled Corrections Supervisory Management Training.

The Supervisory Development Training curriculum is comprised of two segments. The first one is the *Essential Skills for New Supervisors* adopted from the National Institute of Corrections' latest supervisor program. Coverage of this segment includes the following topics: Building Blocks of Supervision, Personal Competencies, Effective Communication, Problem Solving, Conflict Management, Encouraging Performance and Organizational Context.

The second segment is made up of *General Topics* consisting of various subject areas crucial to a supervisor's operational and managerial responsibilities.

Included in this segment are... (Cont. On Pg. 5)

PSD Incentive Awards Plus Special Act or Service Award

At the 2013 Public Safety Incentive Awards the department usually acknowledges the Team, Manager, and Employee of the Year as well as the Sustained Superior Performance Award, but this year we recognized those individuals along with a new category.

This year's Team of the Year award went to the **Hawaii Community Correctional Center (HCCC) Health Care Unit**. They provide comprehensive health care services to inmates including the promotion of a healthier lifestyle, preventive treatment, medical evaluation and therapy, dietary consultation and dental treatment. They are accredited by the National Commission of Correctional Health Care for 2013.

The runner up was the **KASHBOX Team**. KASHBOX is a therapeutic community located at Waiawa Correctional Facility. They provide opportunities to reinforce anti-criminal choices, confront criminal thinking and irresponsible behavior through the development of an innovative and highly effective curriculum. They are the first publicly operated program in Hawaii to receive the top rating of "highly effective".

The Manager of the Year was **HCCC Chief of Security Captain Peter Cabrerros**. In Captain

Cabrerros' 38 years of state service, he has successfully maintained the security and safety of HCCC in addition to managing multiple program assignments. With an already limited budget, Captain Cabrerros was able to significantly decrease the overall state deficit by strategically planning post assignments without risking the health and safety of inmates and facility personnel.

Sustained Superior Performance went to **Correctional Industries Sewing Shop Supervisor Wendy Sakata** and **Halawa Mental Health Care Social Worker Jason Akasaki**.

Wendy Sakata has 50 years of sewing knowledge and experience. She operates a sewing shop comprised of 12 inmates who she professional trained on various sewing techniques ranging from stitching garments to manufacturing mattresses. Her shop has produced more than 880 correctional officer uniforms and more than 1,600 mattresses for our correctional facilities this year.

Jason Akasaki is an integral member of the Halawa Mental Health staff. He provides mental health services to Halawa special needs inmates by developing effective mental health treatment plans and constantly monitoring their behaviors to minimize safety risks to themselves and others.

Jason's proactive approach to mental health helped avert countless suicides and violent acts.

The employee of the year award went to **Nurse Practitioner Rynne Nakamoto**. She took the initiative to provide the leadership and professional expertise ensuring that clinical services for 1,000 Halawa Correctional Facility patients were maintained adequately and safely. She established the Halawa Foot Care clinic, eliminating the need for outside podiatry charges resulting in significant health care cost savings.

We also added a new category. Five people were recognized by the Department with a Special Act or Service Award.

1. **Renee Ashby** is a social worker at the Oahu Community Correctional Center. On January 11, Renee saved the life of a fellow co-worker. She noticed her co-worker slouched oddly in her chair. Renee asked if she was ok and the response was slurred and incoherent. Renee realized that her co-worker appeared to have suffered a stroke, directed staff to call 911 and family and contacted trained security staff for assistance. She remained by her co-worker's side constantly speaking with her to keep her conscious until paramedics arrived. Renee's actions saved ... (Cont. on Pg. 4)



TEAM: HCCC Health Care



Mgr of the Year: Peter Cabrerros (not present)



Sust. Sup. Performance: Wendy Sakata (not present)



Spcl. Svc Act: Renee Ashby



Spcl. Svc Act: James Nakamura



TEAM r/u: KASHBOX



Emp. Of Yr: Rynne Nakamoto



Sust. Sup. Perf.: Jason Akasaki



Spcl. Svc. Act: Thomas Lindsey



Spcl. Svc Act: Glenn Park (not present)



SSA: Helen Shiroma-Kauahi

PSD Incentive Awards (Continued from pg. 3)

her coworkers life and prevented serious brain damage.

2. **Lt. Thomas Lindsey Jr.** is an Adult Corrections Officer at the Kauai Community Correctional Center. On March 26, Lt. Lindsey stopped a stabbing incident from progressing further. He and his family volunteered at St. Catherine's School. On arrival, he heard a man scream for help. He witnessed a man with blood soaked clothing running from another man. Lt. Lindsey pursued and stopped the two men, preventing further serious injuries. His intervention also secured the safety of innocent bystanders.

3. **Deputy Sheriff James Nakamura** is assigned to the Sheriff Division Airport Section. On March 13, Deputy Nakamura was able to calm a man down who seemed to be going through an episode of Post Traumatic Stress Disorder. He displayed his understanding and communication skills and was able to get the individual some medical attention and eventually help him get to his gate so he could fly back to his home state safely.

4. **Deputy Sheriff Glenn Park**, while on normal patrol on April 8, saved the life of an individual by performing CPR. At the scene

he performed 3 cycles of CPR and then turned it over to medics. He used what he was trained to do as a Deputy Sheriff.

5. **Deputy Sheriff Helen Shiroma-Kauahi**, on March 11, was able to stop an attempted suicide by an individual in the airport parking garage. She patiently waited and used her skills to talk him down and get help. She worked for a long time with the man, and by using standard procedures she was able to convince him to step away from a ledge and come down.

Two Deputies Honored for Saving Courthouse Workers Life

An Oahu courthouse worker says she wouldn't be alive today if it wasn't for the swift action of two Sheriff Deputies.

On March 7, the deputies were honored by Chief Justice Mark Recktenwald and Public Safety Director Ted Sakai for going beyond the call of duty.

Last December, Jane Kanno suffered a heart attack and collapsed at work. Deputies Dan Kuwahara and Clark Higa came to her rescue by applying compres-



sion-only cardiopulmonary resuscitation and a defibrillator. Right when fire crews showed up she started breathing again. Kanno was transported to the hospital where she quickly recovered.

In Picture: Jane Kanno (center) with Deputies Dan Kuwahara (right), Clark Higa (left) Background left to right: Director Ted Sakai, Deputy Koa Dobrowsky, Special Assistant for Judiciary Security James Crowe, Chief Justice Mark Recktenwald

New K9 Team Honors Victims of September 11 Attack

Three new members of our Sheriff K9 Team are going to be helping to keep travelers safe in Hawaii's busiest airport. Llander, Llarocque and Llynch will be sniffing out contraband. Before you say it, no the names aren't spelled wrong. The dogs came from a TSA training program that doubles up the first letter of the name for each of their dogs so they can identify them with the program. TSA owns the dogs but Deputy Sheriffs will handle them. What makes the dogs so special is that they are named after vic-

tims of the 9/11 terror attacks. Because 9/11 was the major incident that got TSA up and running, the decision was made that each puppy would be named for one of the 9/11 victims. Llarocque is named after Judy Larocque, who was killed in the crash of American Airlines Flight 11 in New York City. Llander is named after Vanessa Langer, a 29 year old mother to be who worked at the World Trade Center. Llynch is named in honor of Terence Lynch who was working at the Pentagon that day.



Public Safety Employees and Friends We Lost this Year

We wanted to take a moment to remember and honor our co-workers and friends who we lost this year. They will be greatly missed by many.



Michael Makiya
11/20/50-6/15/13



Time Lea'e
3/12/61-2/24/13



Patricia Snyder
5/30/42-7/26/13



Jacqueline Oxiles
5/29/45-3/3/13



Malcolm Lee Jr.
9/18/68-5/31/13



Elizabeth Holbron
2/13/49-7/24/13



Mona Dabis
12/27/54-5/5/13



Michael Matsui
12/20/45-3/28/13



James Kim
3/29/62-2/14/13

State Sheriffs Accept Protective Vest Donation for K9s

Hawaii's Sheriff K9 Deputies now have some of the same protection as their human partners following the donation of five bullet and stab protective vests by non-profit Vested Interest in K9s, Inc.

The vests will protect the K9s from bullet and stab wounds as well as blunt force trauma.

When State Sheriff Deputy Frank Lacaden heard about Vested Interest in K9s donation program earlier this year, he spearheaded the effort to apply for vests for the five K9 members of the team.

"Before receiving this potentially life-saving body armor, all our K9 partners had for protection was the collar around their necks," Lacaden said. "You just never know what kind of dangerous situation is waiting for our K9 deputies when you send them through those doors. We are very grateful to Vested

Interest in K9s for granting us our full request for five vests."

Each vest is worth \$950 and has a 5-year warrantee. The vests the Hawaii Sheriff K9 team received were paid for through a charity partnership between Vested Interest in K9s and Groupon Grassroots, which allowed individuals to make an online, \$10 tax-deductible donation from March 13 to 20, 2013, through the Groupon secure website. All funds received were allocated to purchase ballistic vests. At the close of the March event, Vested Interest in K9s Inc., raised \$155,537, which provided 164 ballistic vests for law enforcement dogs across the country.

Vested Interest in K9s, Inc. has provided more than \$400,000 in protective vests to 437 law enforcement dogs in 36 states since their inception in August 2009.



Top: K9 Team w/Gov. Abercrombie. Bottom: Deputy Greg Mayo, Gov. Abercrombie with K9 Fanta



Supervisory Training Gets Facelift... (Cont. from pg. 3)

Civil Rights Compliance, Administrative Investigations, Use of Force, Controlled Substances, Managing Diversity, Emotional Intelligence, Vicarious Liability, Performance Appraisal, Worker's Compensation, Workplace Violence and Prison Rape Elimination Act (PREA).

As a culminating activity, each participant develops and presents an individual supervisory development project proposal in which the class critiques and provides recommendations for improvement.

The Upgraded Program

In support to PSD's new initiatives aimed at continuous improvement, a review of the current supervisory training program was

undertaken in the early part of this year to determine its continued relevancy and effectiveness. The general assessment of the current program pointed to the necessity of modifying it by establishing two levels of training beginning with a foundation course that provides participants with fundamental knowledge and skills in supervision. The second level will be separated by jurisdiction with corresponding curricula made up of job-specific subject matters and other general operational competencies which are deemed essential for supervisors.

A five-day Basic Supervisory Training was piloted in April this year in a class comprised of new and existing supervisors from the three divisions. The training, in its en-

tirety, was well received by the participants.

"With the re-structured supervisory training program, I would now be able to schedule my supervisors to attend these classes without impacting work operations", says one manager, upon learning of the plan.

TSD is projecting to offer one basic supervisor training every quarter to provide more opportunities for PSD supervisors to receive this essential training either as an initial course or as a refresher course.

The second level of training is currently being developed. Once each respective program is ready to go, pilot classes will be scheduled and subsequent classes will be offered as in-service training.

Hawaii Foodbank State Employee Food Drive Successful

Congratulations to the Public Safety Department for a successful Hawaii Foodbank food drive.

The month of April marked the State Employee Food Drive for the Hawaii Foodbank.

Thanks to your generous contributions the department was able to raise \$3,037.50 in monetary donations. You also helped to bring in 1,186 pounds of food.

Mahalo for helping feed Hawaii's hungry!



Lots of goodies at the AFFES building 4th floor Bake Sale.

Public Safety Shows Up in Force for Heart Assoc. Heart Walk

The Department of Public Safety was a force to behold at this year's American Heart Association Heart Walk event in August. Public Safety staff members along with the new Sheriff recruit class came out for the walk.

Still more donated money. Many people who could not do the walk donated over ____ dollars to the effort.

The Public Safety Walkers group planned to run the shorter 2.3 mile stretch but due to baby strollers and small sidewalks, they instead opted to walk the 4 mile extended route around Diamond Head.

Thank you to everyone who contributed their time and donations this year!



Above: Sheriff Recruit Class and PSD Staff at the AHA Heart Walk

Below: Sheriffs lead the charge with the Recruit Class flag



New Sheriff Deputies and Corrections Officers Added to Ranks

We would like to welcome the new class of graduates from the 2013 Basic Corrections Training 13-02 and the Sheriff Recruit Class.

Basic Corrections Training 13-02

This large class of 27 recruits and 10 civilians was delayed one week as new instructional material was implemented. The class time was also shortened by two weeks to allow for more on the job training in the facilities where they are assigned.

Sheriff Recruit Class 2013

21 new deputies were added to the Sheriff Division. Sheriff recruits were trained in nearly 1,000 hours of academic instruction



in law and procedures.

Both classes were given constant testing and training in physical fitness and other tactics.

The students who ranked at the top of their class were honored with awards for Top Gun, Physical Fitness, Leadership and Academic Average.

Pictures: 2013 Sheriff Recruit Class at their graduation ceremony (left), BCT 13-02 graduating class ceremony (bottom)



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The *ACROSS PSD* Employee Newsletter is intended to be a newsletter of, for, and about the Department of Public Safety and the people who work so hard at promoting and keeping the public safe.

In order to truly make the Newsletter yours, we need YOUR help. If you know of something wonderful going on the department, a colleague deserving of special recognition, a story that needs to be told, drop us a line or write up the story and send it in!

You can find me in the Director's Office at 587-1358 or by email at Toni.E.Schwartz@hawaii.gov.

Mahalo for your kokua in this effort, and mahalo for all your efforts every day on behalf of PSD and the clients we serve!